

**Sylvia P. Skratek**  
**Mediator • Arbitrator • Dispute Systems Designer**

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**Present Occupation:** Labor Arbitrator/Mediator

**First Business Address:**

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
Arbitrators Association of British Columbia  
Vice President, Mediation Research and Education Project, Chicago  
Association for Conflict Resolution  
American Arbitration Association  
Industrial Relations Research Association

**EDUCATION:**

Ph.D., University of Michigan, 1985, emphasis: Labor Relations; Conflict Resolution  
M.S., Western Michigan University, 1975; B.S., Wayne State University, 1971

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**National Grievance Mediation Panel**, MREP, Inc., Chicago, Illinois; **Arbitration Panel Member**: FMCS; AAA; Washington PERC; Oregon ERB; Montana ERB; National Mediation Board; **Mediation Panel Member**: United Airlines and Association of Flight Attendants, AFL-CIO; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO; Mesaba Airlines and Air Line Pilots Association; **Facilitator**, Joint Labor Management Committees: American Airlines and Association of Professional Flight Attendants, 1995-1998; Southern California Gas Company and Utility Workers Union of America and International Chemical Workers Union, AFL-CIO, 1997-98; King County (Washington) Joint Labor Management Committee, 1995; **Regional Election Officer**, Laborers International Union of North America, 2001, 1996; **President**, *Resolutions International*, Seattle, Portland, and Chicago, 1991-1996; **Partner**, Northwest Center for Conciliation, Lake Oswego, Oregon, 1986-1991; **Professor** (adjunct) University of Washington, Central and Eastern Washington Universities, Antioch University, 1986-1995; **Contract Administrator**, Washington Education Association, Federal Way, 1981-88; **Executive Director**, Wayne County Michigan Education Association, 1979-1981; **Contract Specialist**, Jackson County Education Association, Michigan, 1972-1979

**INDUSTRIES:**

Airlines; Aluminum; Broadcasting; Chemicals; Communications; Construction; Education; Health Care; Lumber; Office Workers/Clerical; Organizations; Police and Fire; Prison Guard; Pulp and Paper; Transportation; Trucking and Storage; Utilities

**ISSUES:**

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-duty/Personal); Demotion; Discipline (Non-Discharge) Discipline (Discharge) Discrimination (Age;Sex); Drug/Alcohol Offenses; Fringe Benefits (Bonus, Holidays, Leave); Grievance Mediation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Past Practices; Promotion; Safety/Health Conditions; Seniority/Sexual Harassment; Subcontracting/Contracting Out; Wages (Holiday Pay, Job Classification & Rates, Merit Pay; Work Hrs/Scheds/Assgnmts; Working Conditions/Work Orders; Violence or Threats

**PERMANENT PANELS:**

Hawaiian Airlines/AFA	Kaiser Permanente/Oregon Nurses Association
State of Oregon/SEIU	NATCA and FAA, Alaska Region and Northwest Mountain Region
State of Alaska/ASEA	Qwest/CWA
Southwestern Bell Telephone and CWA	

**ARBITRATION ROSTERS:**

AAA  
FMCS  
States of WA, OR, MT, AK  
National Mediation Board

**PUBLISHED CASES:**

107 LA 1119; 113 LA 374; 110 LA 753; 117 LA 1231

**SIGNIFICANT PUBLICATIONS:**

*Collective Bargaining, Public Education and Public Policy in the state of Washington:*

*Where have we been and where are we going?* University of Oregon, LERC Monograph, Spring, 2001;  
*Conflictive Partnerships under Collective Bargaining: A Neutral's Perspective in Workplace Dispute Resolution, Directions for the 21st Century*, Fall, 1997, MSU Press, E. Lansing, Michigan, Sandy Gleason, editor.

**OTHER DISPUTE RESOLUTION EXPERIENCE**

**Lecturer**, Public Policy Dispute Resolution, Univ. of Washington, Graduate School of Public Affairs, 1995;

**Senator**, State of Washington, 47th Legislative District, 1990-1994;

**Mediator**, Complex Public Policy Disputes, Washington, 1992-1999; **Board Member**, Group Health Cooperative of Puget Sound, Seattle, 1984-87; **Arbitrator**, Better Business Bureau, Seattle, 1991-1992;

**Mediator**, Office of the Superintendent of Public Instruction, Olympia, 1984-90

**FEES:**

**Per Diem Fee Arbitration Fee:** \$950/day, or part thereof; **Per Diem Mediation Fee:** \$1050/day, or part thereof

**Travel:** \$30/hour, not to exceed \$240 in any 24-hour period

**Cancellation:** One-half day fee will be charged when cancellation is received after the scheduling of hearing date(s) and prior to thirty calendar days of the scheduled session.

One-day fee will be charged when cancellation is received within thirty calendar days of the scheduled sessions.

**Other:** Secretarial, hotel, meals, transportation and reproduction costs will be billed on the basis of cost incurred.